

SCHEDULE ONE – JOB DESCRIPTION

Title and Reporting Relationships	
Position title:	Automation & Vision Lead
Reports to:	National Engineering Manager
Division:	Operations
Location:	AFFCO Head Office (Horotiu)

Role Purpose

The Automation & Vision Lead is a hands-on technical leader responsible for shaping and delivering the company's automation strategy with a special focus on leading edge AI vision solutions. With over five years' experience designing and building practical automation solutions. This role combines strategic insight with strong technical skills to create seamless, connected systems that deliver real value for the operation of the business.

Automation Responsibility

The role will design, build, and improve new and existing approaches, standards and systems while being responsible for incremental improvement across all sites.

With some hands-on work and support of the higher-level systems (SCADA & API integration) most of this responsibility will be in supporting external contractors, internal engineering and project teams with improvement projects and initiatives both directly and indirectly by maintaining modern and reliable automation platforms.

Vision Responsibility

The role will focus on building business capability in vision systems. Vision systems will include in-device processing, on plant AI processing and cloud AI processing with a combination of internally built and subscription services and will jointly deliver internally built solutions along with managing external systems while also managing data privacy and security with all systems.

Key Responsibilities

- Develop and maintain a modular, API-led integration architecture that supports scalability, agility, and innovation.
- Deliver automation solutions that enhance operational performance, ensuring seamless connectivity with systems and people.
- Ensure seamless integration of systems across related business systems and with external platforms.
- Design, build, and maintain vision systems in plant.
- Deploy and manage site or contractor training for daily operational support.
- Establish clear automation / vision / integration processes, standards, and documentation.
- Explore and apply AI, automation, and emerging technologies to improve efficiency and create value.
- Continuously review and enhance practices to support business growth and digital transformation goals.
- Partner with internal teams, including IT, operations, and business stakeholders, to deliver reliable and scalable solutions.
- Ensure all systems are secure, reliable, and compliant with industry standards and regulations.

Health & Safety Accountabilities – Individual Contributor

- Identify and report all hazards and incidents.
- Participate fully in the Health & Safety improvement process.
- Co-operate fully in any injury management process to ensure full participation in the workforce after cleared fit for duties by a registered medical practitioner.

Food Safety and Quality Accountabilities

- Be familiar with and comply with all aspects of AFFCO's food quality systems, policies and processes.
- Identify and report all food safety and/or food quality hazards or breaches.
- Report any instance of suspected and/or confirmed contagious/infectious diseases, which has the potential to implicate food safety, including any instance of vomiting, diarrhoea, or blood borne infections. This includes, but is not limited to, any local regulatory requirements.

Qualifications and Certifications

Qualification / Certification Required	Description
Bachelors' Degree in Computer Science, Information Technology, or a related field (or equivalent experience).	

Skills and Experience

Mandatory	Desired Experience	Years	Industry
Industrial Control & Automation systems development and deployment		5+	Technology
Automation system commissioning		5+	Technology
Automation system scope development and engineering design		5+	Technology
Hands-on experience maintaining systems in high-pressure operations scenarios		5+	Technology
	Working knowledge of AI, automation, and emerging technologies to enhance business processes	1 – 2	Technology
Preferred	Desired Experience	Years	Industry
Experience in the manufacturing industry.	Meat industry experience.	2+	Manufacturing / Food

Working Relationships		
Most Frequent Contacts	Internal / External	Nature or Purpose
AFFCO Engineering Manager	Internal	- Direct Reporting Line. Priority, direction and reporting.
Business Intelligence Team	Internal	- Work with, support with the design and deployment of projects and initiatives.
Operations Teams	Internal	- Operations managers, site managers, engineering managers.
Improvement Team	Internal	- Work with and support the Improvement Team with the design and deployment of projects and initiatives.
IT and software Team	Internal	- Aid with support, troubleshooting and resolution of issues.
Vendors/3 rd Parties	External	- Aid with support, troubleshooting and resolution of issues of existing integrations.

The job description above sets out tasks and responsibilities to be undertaken at the time this agreement is entered into however the Employee acknowledges that depending on business needs and the Employee's capabilities, as determined by the Employer, the Employee's tasks and responsibilities may be changed by the Employer from time to time and the Employee agrees to carry out any tasks so assigned that are within the Employee's capabilities.